

## **Abstract**

The aim of this thesis is to analyze current legislation of notice of termination and refer to some of the questionable area of this termination. The thesis also offers some of the proposals of amendments *de lege ferenda*. Reasons of these proposals are that notice of termination of employment as unilateral legal act brings negative aftermath mainly for employee, but in some cases also for employer and legislation should prevent these negative effects or at least minimized them.

The thesis is divided into seven chapters. The first chapter deals with position of labor law and his relationship with the civil law, due to subsidiary using of the civil code. The second chapter describes the legal facts that lead to the notice of termination, with an emphasis on legal act, because notice of termination is an unilateral legal act which must fulfill the statutory requirements. The third chapter discusses national and international sources of law of regulation of notice of termination. The main part of the thesis is contained in chapter four, which deals with the current legislation of notice of termination. This chapter, with the help of the case law, deals with formal and content page of notice of termination, her delivery, notice of termination by employees and employers, prohibiting the possibility of notice of termination by the employer and lastly collective redundancies. The content of the fifth chapter is invalid notice of termination of employment and the consequences associated with it. The sixth chapter outlines the duties, which has the employer in the notice of termination. The final seventh chapter focuses on some proposals of amendments *de lege ferenda* that repeatedly appears in the literature and the author is trying to compare these proposals with the facts that even though the main function of labor law is protection of employee, this function is nevertheless often considered as excessive and some authors desires for greater flexibility in labor law, even in the area of notice of termination.